



**Louisville Metro Human Relations Commission  
2006-2008 Bi-Annual Report**



## Louisville: Where All Are Welcome A Statement of Vision

Louisville commits to being a city where everyone feels at home. That which we share in common and that which is unique will be equally valued. We will weave our diverse communities into a rich tapestry. The City can thrive only when all are included and when responsibilities – personal, political and business – are honored.

We are determined

- that all will have the opportunity to succeed,
- that every voice raised within our city will be heard, and
- that common decisions will be made with respect for all.

This vision of integrity and justice challenges each of us to forge relationships of acceptance and equality that shall become our legacy for future generations.

### TABLE OF CONTENTS

Letter from the Mayor	2
Letter from the Executive Director	3
Legislative History	6
Enforcement Process	9
Enforcement Jurisdiction	11
Discrimination Interference	12
Equal Opportunity Service	14
Doing Business with Metro Government	20
Citizen Advocate	21
11th and 12th Annual Race & Relations Conference	23
Conciliations	25
Commission Staff	29
Commissioners	30

### THE MISSION

of the Louisville and Jefferson County Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias, and hatred from the community.



Jerry E. Abramson, Mayor

**Louisville Metro  
Human Relations Commission**  
410 W. Chestnut Street, Suite 300A  
Louisville, Kentucky 40202



OFFICE OF THE MAYOR  
LOUISVILLE, KENTUCKY

JERRY E. ABRAMSON  
MAYOR

June, 2008

Dear Louisville Metro Resident:

Louisville is truly a community on the move! I say that not just because of the unprecedented energy, development, new attractions and amenities we are experiencing in all areas of our city.

Louisville is also a city moving rapidly toward greater diversity in its people, its housing and its opportunities to succeed at all levels.

With that growth comes the responsibility to work even harder to make sure we have the right resources and mechanisms in place to protect all people from unlawful discrimination as well as strengthen human relations and eliminate discriminatory practices throughout the community.

The Louisville Metro Human Relations Commission works diligently to achieve all of these goals and has served as a unifying force and a focal point for progress since its inception. The Commission's work in contract compliance, investigation and educational outreach offers a critical viewpoint and consistent measurement, which enriches our community for all people.

Please join me in supporting the Commission. Its work is critical to Louisville becoming, in the fullest sense - one of the best cities in America.

Sincerely,

Jerry E. Abramson  
Mayor

[WWW.LOUISVILLEKY.GOV](http://WWW.LOUISVILLEKY.GOV)

LOUISVILLE METRO HALL 527 WEST JEFFERSON STREET LOUISVILLE, KENTUCKY 40202 502.574.2003



JERRY E. ABRAMSON  
MAYOR

CAROLYN MILLER-COOPER  
EXECUTIVE DIRECTOR



OFFICE: 502.574.3631  
FAX: 502.574.3190  
TDD: 502.574.4332

HUMAN RELATIONS COMMISSION

410 WEST CHESTNUT STREET, SUITE 300A  
LOUISVILLE, KENTUCKY 40202

July 1, 2008

Dear Citizens of Louisville Metro:

It is with great pleasure that I present the 2006-2008 bi-annual report for the Louisville Metro Human Relations Commission.

The past two years have presented opportunities and challenges for the civil rights community locally and nationally. Regardless of those changes, this agency remains committed to enforcing our local ordinances in hate crimes, employment, public accommodations and housing. In doing so, we continue to focus on the mission of the Human Relations Commission which is to promote unity, understanding, and equal opportunity among all people and to eliminate all forms of bigotry, bias, and hatred within the community.

Our contract compliance unit increasingly supports minority, female and handicapped contractors throughout the Louisville Metro Community. Also, our Citizen Advocate continues to assist individuals in the filing of complaints against the police.

Our education and outreach has continued with the Annual Race Relations Conference and in January of this year, DeWayne Wickham was our keynote speaker. During the year we were involved in numerous outreach activities by conducting training sessions, presenting workshops, reviewing the newly proposed student assignment plan, continuing our billboard ad program and participating in many community programs and activities.

For the first time in American history, we have an African American who will secure one party's nomination for the President of the United States of America. This past April marked the 40<sup>th</sup> Anniversary of the Federal Fair Housing Act. Unfortunately, we are currently experiencing a record number of foreclosures and we are paying higher prices for food and gas. As we navigate these challenging times, we look forward to continuing our mission of promoting unity and understanding in this community.

We are proud to be a part of the "Most Livable City in America" and we are here to serve all in the Louisville Metro community. We thank you for your continuing support.

Respectfully submitted,

A handwritten signature in black ink, reading "Carolyn Miller-Cooper".

Carolyn Miller-Cooper  
Executive Director



JERRY E. ABRAMSON  
MAYOR

KELLIE R. WATSON  
EXECUTIVE DIRECTOR



OFFICE: 502.574.3631  
FAX: 502.574.3190  
TDD: 502.574.4332

HUMAN RELATIONS COMMISSION

410 WEST CHESTNUT STREET, SUITE 300A  
LOUISVILLE, KENTUCKY 40202

December 1, 2007

Dear Citizens of Metro Louisville:

I am pleased to present this report of the Louisville Metro Human Relations Commission for the year 2007. The Human Relations Commission has a rich history and legacy within the community. At its inception, the mission of the Human Relations Commission was to promote unity, understanding, and equal opportunity among all the people and to eliminate all forms of bigotry, bias, and hatred within the community. This mission has not changed, and it is just as important today as it was then.

Within the last year, the nation has had the Supreme Court rule that race cannot be used as a factor to desegregate schools, the comment from Don Imus regarding the Rutgers Women basketball team, Jena 6 in Louisiana, and nooses hung around the country. These incidents reveal that there is still much work that needs to be done here, despite the fact that we have a woman and an African-American running for President of the United States. Therefore in the midst of progress regarding equal opportunities and attitudes toward all people, open discussion must still occur to address the negativity and unfairness that is still experienced by many people in their everyday lives as they look for homes and jobs, and educate their children.

This year the Human Relations Commission tried to bring people together and fight discrimination by having the Annual Race Relations Conference with Nicolas Vaca as the keynote speaker, continuing our housing testing program and our billboard, buses and bus shelter ad program for fair housing, and sponsored and participated in programs with our community partners. We also assisted individuals with possible complaints against the police and discrimination complaints in employment, housing, public accommodations, and hate crimes within the community. The Commission also certified minority, female, and handicap owned businesses, and participated with the Metro Council in updating the ordinance related to affirmative action for Metro Louisville.

We are proud to doing our part to assure that Louisville is a city of fair opportunities and possibilities.

Sincerely,

Kellie R. Watson  
Executive Director









## LEGISLATIVE HISTORY

The Louisville and Jefferson County Metro Human Relations Commission was established by the City of Louisville to protect its citizens from unlawful discrimination. In 1963 the City first adopted an Ordinance prohibiting places of public accommodations from refusing service based on race. Anti-discrimination ordinances in housing and employment came shortly thereafter.

In 1966, Jefferson County Fiscal Court adopted Anti-Discrimination Laws in the areas of public accommodations, employment, and housing. Also in 1966, the City of Louisville and Jefferson County Fiscal Court entered into an agreement establishing the Human Relations Commission as a joint City/County agency. This agreement, after renewal, was finalized in the Louisville and Jefferson County Compact signed in 1986 by the Mayor and County Judge.

The Compact Agreement mandates that the Commission “shall endeavor to promote and secure mutual understanding and respect among all economic, religious, ethnic, and social groups in the metropolitan area of

Louisville and Jefferson County, and shall act as conciliator in controversies involving inter-group and inter-racial relations. The Commission shall cooperate with Federal, State and other City and County agencies in efforts to develop harmonious inter-group and inter-racial relations, and shall endeavor to enlist the support of civic, religious, labor, industrial and commercial groups dedicated to the improvement of human relations and the elimination of discriminatory practices.”

Louisville and Jefferson County legislation safeguarding civil rights of all citizens are as follows:

### CITY OF LOUISVILLE ORDINANCES

#### **Ordinance No. 21, Series 1967**

As amended, an Ordinance to implement the State Statute relative to discriminatory practices in places of public accommodation, resort or amusement.



**Ordinance No. 116, Series 1968**

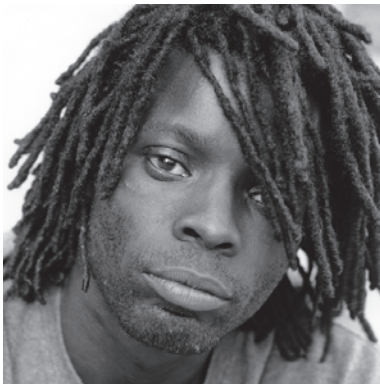
As amended by ordinance No. 139, series 1975, an ordinance to effect equal employment opportunities for all citizens.

**Ordinance No. 9, Series 1999**

An ordinance that prohibits discriminatory employment practices due to sexual orientation or gender identity.

**Ordinance No. 88, Series 2001**

An ordinance that amended Ordinance No. 9 to include housing and public accommodations.



**Ordinance No. 41, Series 1969**

As Amended by ordinance No. 140, Series 1975, an ordinance requiring the implementation of certain provisions insuring equal opportunity into all contracts.

**Ordinance No. 68, Series 1978**

As amended by ordinance 211, Series 1993, an ordinance concerning the requirement of an affirmative action plan for contractors and vendors doing business with the City of Louisville.

**Ordinance No. 349, Series 1991**

An ordinance that makes housing law substantially equivalent to Title VII of the Federal Civil Rights Act.

**Ordinance No. 281, Series 1991**

An ordinance empowering the Louisville and Jefferson County Metro Human Relations Commission to investigate complaints by persons alleging tortious interference with their person and/or property motivated by discrimination.

**Ordinance No. 140, Series 1988**

An ordinance empowering minority, female and handicap business enterprises.

**JEFFERSON COUNTY  
ORDINANCE AND  
RESOLUTIONS**

A resolution to implement the State statute relative to equal employment opportunity as Amended by Resolution No. 15, series 1967.





**Ordinance No. 2, Series 1993**

An ordinance relating to real estate transactions.

**Ordinance No. 8, Series 1988**

An ordinance implementing the State statute relative to discriminatory practices in places of public accommodation, resort or amusement.

**Ordinance No. 16, Series 1987**

An ordinance concerning the requirement of an affirmative action plan for contractors and vendors doing business with the Jefferson County Fiscal Court.

**Ordinance No. 36, Series 1999**

An ordinance that prohibits discriminatory practices in housing, employment and places of public accommodation due to sexual orientation or gender identity.

**LOUISVILLE AND JEFFERSON  
COUNTY METRO ORDINANCES**

**Ordinance No. 129-2003**

An ordinance creating separate enforcement

and advocacy bodies; transferring enforcement authorities to the Louisville Metro Human Relations Commission-Enforcement; and amending the complaint procedure for enforcing anti-discrimination laws.

**Ordinance No. 214, Series 2005**

An ordinance requiring that all persons or companies doing business with Louisville Metro Government, in excess of ten thousand dollars (\$10,000) be equal employment opportunity employers.

**Ordinance No. 193-2004**

An ordinance prohibiting discrimination based upon race, color, national origin, religion, familial status, age, disability, sex, gender identity, and sexual orientation.

**Ordinance No. 102, Series 2007**

An ordinance promoting a policy of encouraging contractors to solicit minority, female, and handicapped businesses as contractors and subcontractors in public contracts.

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**INQUIRIES AND INTAKES**

	<b>Employment</b>	<b>Housing</b>	<b>Public Accommodations</b>	<b>Hate Crime</b>	<b>Misc.</b>	<b>Totals</b>
<b>2006-2007</b>	<b>284</b>	<b>102</b>	<b>38</b>	<b>1</b>	<b>175</b>	<b>600</b>
<b>2007-2008</b>	<b>244</b>	<b>117</b>	<b>44</b>	<b>2</b>	<b>103</b>	<b>510</b>

Inquiries are received by mail, fax, telephone, email, and in person.





## COMPLAINT PROCESS

Citizens of the Louisville Metro area may file complaints with the Commission if they believe that they have suffered discrimination in employment, housing, and places of public accommodation or discriminatory interferences with another person or property. The Commission is a referral agency for two (2) Federal agencies, the Equal Employment Opportunity Commission and the Department of Housing and Urban Development. Pursuant to these contracts, complaints are dual filed.

Prior to filing a complaint, it must be **signed** by the **Complainant** and sworn to as true. Once filed, the complaint is assigned to a compliance officer for investigation.

The extensive investigation begins with service of the complaint on the **Respondent**. The Respondent usually makes a formal reply, which becomes a part of the record. The investigator will request necessary documentation and interviews to evaluate the merits of Complaint's allegations and the Respondent's position. At the conclusion of the investigation, the investigator submits

findings, along with a recommendation to the Agency's Executive Director.

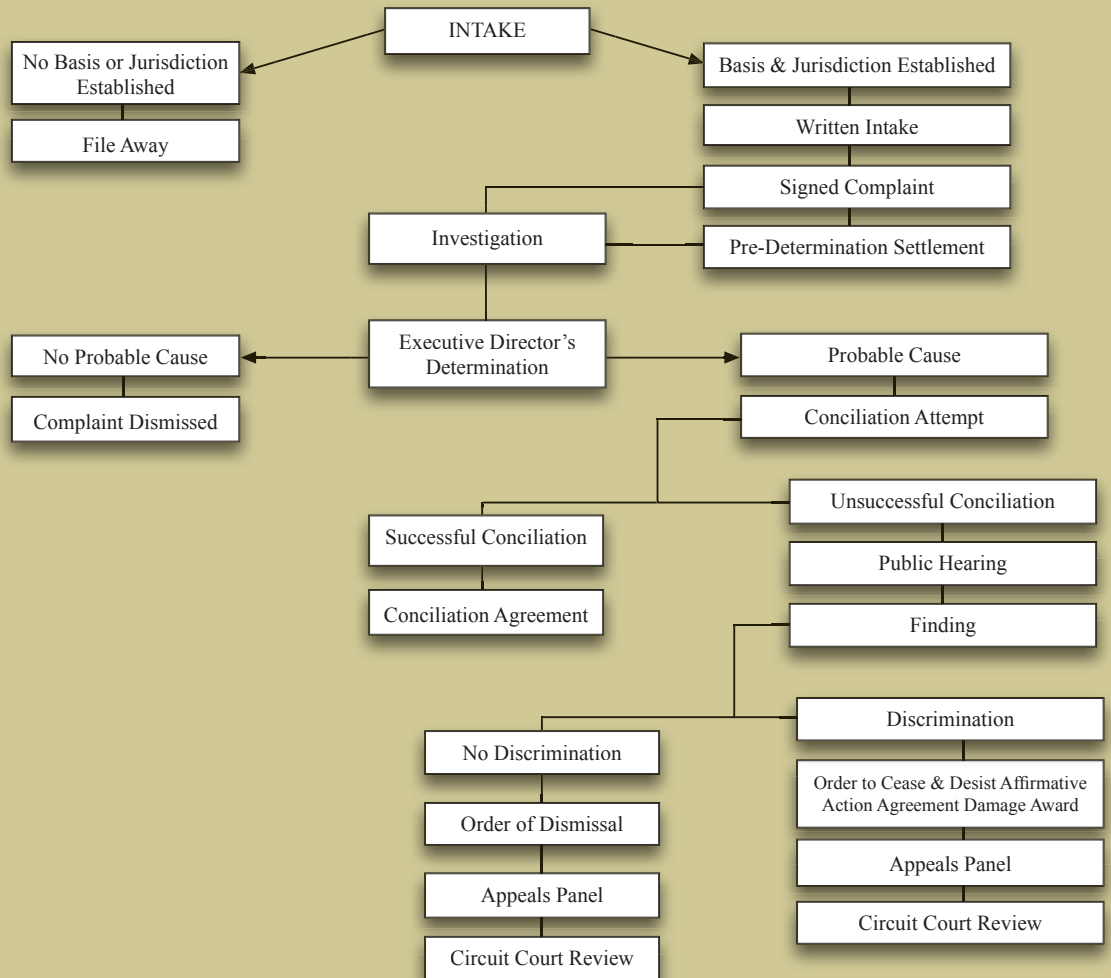
The Executive Director is responsible for determining whether or not the facts substantiate a finding of "**probable cause**" or "**no probable cause**". After review of each case, the Executive Director will determine the disposition of the case

When the Executive Director makes a finding of "**no probable cause**," the complaint is dismissed. The Complainant may ask for reconsideration within 10 days after the order of dismissal. Where the Executive Director makes a finding of "**probable cause**," the Commission attempts to conciliate the complaint. If conciliation efforts fail, the matter is set for public hearing.

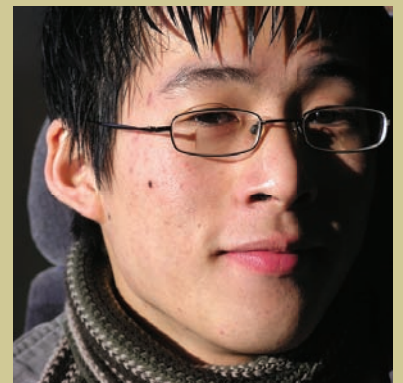
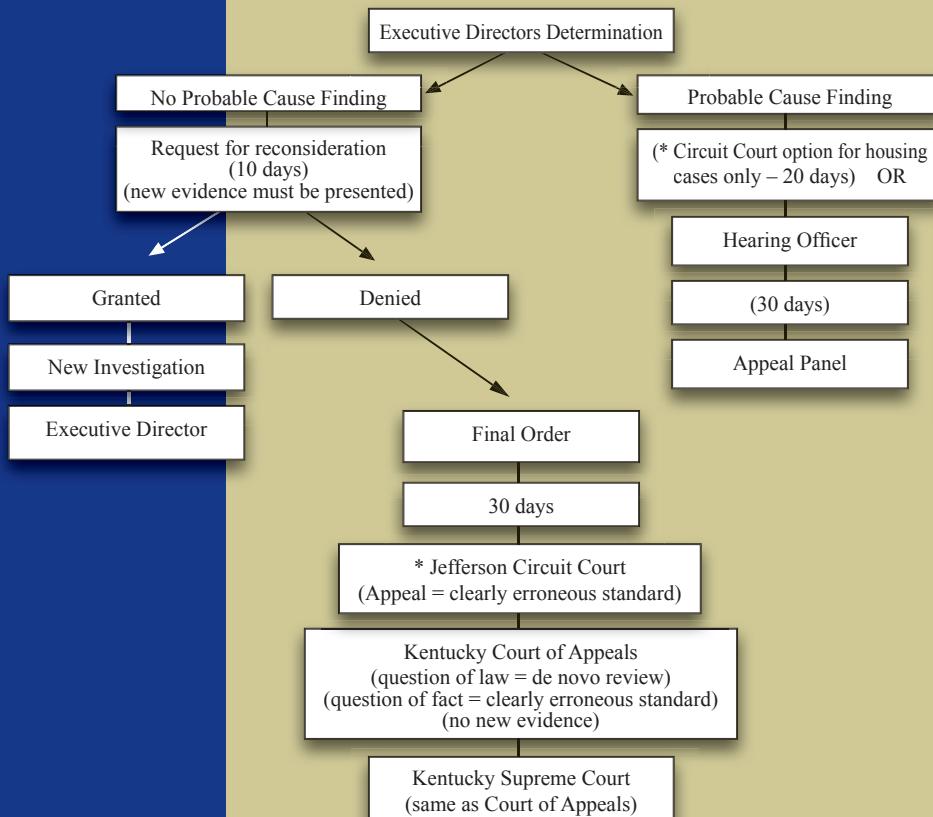
At a public hearing, a Hearing Officer sits as an *impartial individual* to hear the case. The Hearing Officer makes a decision based upon the weight of the evidence. The Hearing Officer's decision is binding, but may be appealed by the Appeal Committee of the Commission, followed by the Circuit Court review.



## COMPLAINT PROCESS DIAGRAM



## APPEALS PROCESS





## **DISCRIMINATION ORDINANCES**

### **Employment**

It is against the law in Metro Louisville for employers, employment agencies or labor organizations to discriminate in accepting job applications, referring job applicants, hiring, granting tenure, awarding apprenticeships, setting wages, promoting, or discharging employees because of RACE, COLOR, RELIGION, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN, SEX, AGE or DISABILITY.

The Commission has jurisdiction over any employer who had at least two (2) employees in the preceding year.

### **Housing**

It is a violation of the local fair housing laws for any individual or combination of individuals, or their agents, to directly or indirectly deny housing to any person or to discriminate against any person with respect to the terms, conditions, or privileges of housing accommodations or in the furnishing of facilities or services in connection with housing because of RACE, RELIGION, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENDER IDENTITY, SEX, DISABILITY, or FAMILIAL STATUS.

### **Public Accommodations**

Local anti-discrimination laws state that it is illegal for any owner, lessee, operator, manager, agent, or employee to discriminate in connection with admission to or service of any place of public accommodation, resort, or amusement in Metro Louisville on the basis



of RACE, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENDER IDENTITY, RELIGION, or DISABILITY.

It is also unlawful to display, circulate, publicize or cause to be displayed or publicized, directly or indirectly, any notice, communication or advertisement which states or implies that any facility, service, commodity or activity in such place will not be made available to any person protected under the law.

forth in Section (b)(1) of the federal Hate Crimes Statistics Act (Public Law 101-275). Specifically included are actions directed at individuals because of their RACE, SEX, DISABILITY, RELIGION, NATIONAL ORIGIN, SEXUAL ORIENTATION OR HEALTH RELATED CONDITION.

It is also unlawful to discriminate against a person by intentionally interfering with his or her person or property with the intention to intimidate or interfere with or oppress

# Report Hate

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Human  
Relations  
Commission

# 574-3631

**Discriminatory Interference with Another  
Person or Property  
Hate or Bias-Related Crimes**

Laws and ordinances of the Metro Government protect all persons from tortious acts of interference with their person and/or property motivated by hate or bias directed at classes of persons which historically have been victimized by such acts, set

that person because he or she is a member of one or more of the classes or persons referenced in the federal Hate Crimes Statistics Act outlined above. Interference includes committing a tortious battery, assault, imprisonment or infliction of mental distress or by trespassing on the other's land, or by tortiously and deliberately damaging, defacing, or destroying the real or personal property of the other person.







**Louisville Metro Human Relations Commission**  
**Report of Compliance Activities July 2006 - June 2007**

**Complaints Filed**

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
Race	68	4	15	0	87
Sex	31	0	1	0	32
Disability	14	0	17	0	31
National Origin	7	2	4	0	13
Sexual Orientation	9	0	0	0	9
Gender Identity	1	0	0	0	1
Color	1	0	0	0	1
Religion	3	0	0	0	3
Age	15	1	0	0	16
Familial Status	0	0	4	0	4
Retaliation	4	0	1	0	5
<b><u>TOTAL</u></b>	<b><u>153</u></b>	<b><u>7</u></b>	<b><u>42</u></b>	<b><u>0</u></b>	<b><u>202</u></b>

**Complaints Closed**

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
Race	79	5	15	0	99
Sex	31	0	1	0	32
Disability	26	4	17	0	47
National Origin	11	0	3	0	14
Sexual Orientation	17	0	1	0	18
Gender Identity	2	0	0	0	2
Color	0	0	0	0	0
Religion	1	0	0	0	1
Age	12	1	0	0	13
Familial Status	0	0	4	0	4
Retaliation	5	0	1	0	6
<b><u>TOTAL</u></b>	<b><u>184</u></b>	<b><u>10</u></b>	<b><u>42</u></b>	<b><u>0</u></b>	<b><u>236</u></b>

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
No Probable Cause	100	6	30	0	136
Probable Cause	4	0	4	0	8
Settlements	10	1	4	0	15
Administrative	16	2	1	0	19
Withdrawals	3	0	1	0	4
Hearings	0	0	2	0	2
Litigation	0	0	4	0	4
<b><u>TOTAL</u></b>	<b><u>133</u></b>	<b><u>9</u></b>	<b><u>46</u></b>	<b><u>0</u></b>	<b><u>188</u></b>

*Note: The total number of complaints does not equal the total number of bases because some contain more than one basis.*





**Louisville Metro Human Relations Commission**  
**Report of Compliance Activities July 2007 - June 2008**

**Complaints Filed**

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
Race	65	17	23	0	105
Sex	30	0	2	0	32
Disability	15	2	10	0	27
National Origin	20	2	3	0	25
Sexual Orientation	15	1	0	1	17
Gender Identity	0	0	0	0	0
Color	0	0	0	0	0
Religion	3	2	0	0	5
Age	16	0	0	0	16
Familial Status	0	0	6	0	6
Retaliation	5	0	2	0	7
<b><u>TOTAL</u></b>	<b><u>169</u></b>	<b><u>24</u></b>	<b><u>46</u></b>	<b><u>1</u></b>	<b><u>240</u></b>

**Complaints Closed**

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
Race	67	14	19	0	100
Sex	27	0	1	0	28
Disability	20	4	13	0	37
National Origin	6	0	0	0	6
Sexual Orientation	11	1	0	0	12
Gender Identity	3	0	0	0	3
Color	1	0	0	0	1
Religion	5	2	0	0	7
Age	17	0	0	0	17
Familial Status	0	0	2	0	2
Retaliation	6	0	0	0	6
<b><u>TOTAL</u></b>	<b><u>163</u></b>	<b><u>21</u></b>	<b><u>35</u></b>	<b><u>0</u></b>	<b><u>219</u></b>

	<b><u>Employment</u></b>	<b><u>Public Accommodation</u></b>	<b><u>Housing</u></b>	<b><u>Hate Crimes</u></b>	<b><u>Total</u></b>
No Probable Cause	105	18	25	0	148
Probable Cause	3	2	1	0	6
Settlements	11	3	4	0	18
Admin. Closures	7	0	1	0	8
Withdrawals	1	0	1	0	2
Hearings	0	0	0	0	0
Litigation	0	0	4	0	4
<b><u>TOTAL</u></b>	<b><u>127</u></b>	<b><u>23</u></b>	<b><u>36</u></b>	<b><u>0</u></b>	<b><u>186</u></b>

*Note: The total number of complaints does not equal the total number of bases because some contain more than one basis.*









# ¿Estás excluido por la discriminación?

Has discrimination locked you out?



Human  
Relations  
Commission

574-3631

## La discriminación del estado familiar afecta a los más vulnerables: nuestros niños.

Familial status discrimination affects the most vulnerable - our children



Human  
Relations  
Commission

574-3631

## HÃY BÁO CÁO SỰ THÙ GHÉT

Has discrimination locked you out?



Human  
Relations  
Commission

574-3631



## ENFORCEMENT UNIT

The City of Louisville and Jefferson County Fiscal Court enacted City Ordinance No. 68, Series 1978 and County Ordinance No. 16, Series 1998 in order to support and encourage affirmative action in employment of minorities and females. This was updated by Ordinance 214, Series 2005. The Enforcement Unit of the Commission conducts the day-to-day administration of these Ordinances.



minorities and females are afforded equal opportunities, contractors and vendors are pre-qualified to do business by providing a written affirmative action plan that sets reasonable goals where under utilization is determined to exist.

An annual employment survey is sent out in July to determine compliance with the Ordinances. As of June 30, 2007, the Commission had pre-qualified

Metro government requires all contractors and vendors doing business with Metro government to employ on an equal opportunity basis. In order to ensure that

1,321 companies to do business with the Metro government. The following is a breakdown of the pre-qualification basis:

Grand Total Contractors and Vendors approved by the Commission and Executive Director

568	OR	43.00%	Ten or Less Employees
4	OR	.30%	Federally approved Affirmative Action Plan
28	OR	2.12%	Proper Utilization of Minorities/Females
468	OR	35.43%	Staff approved AAP RE: 41-CFR 60-2
253	OR	19.15%	Approved according to 41 CFR 60-4
<b>TOTAL</b>		<u>1,321</u>	

As of June 30, 2008, the Commission had pre-qualified 1,310 companies to do business with the Metro government. The following is a breakdown of the pre-qualification basis:

Grand Total Contractors and Vendors approved by the Commission and Executive Director

583	OR	44.5%	Ten or Less Employees
2	OR	0.15%	Federally approved Affirmative Action Plan
19	OR	1.45%	Proper Utilization of Minorities/Females
480	OR	36.64%	Staff approved AAP RE: 41-CFR 60-2
226	OR	17.25%	Approved according to 41 CFR 60-4
<b>TOTAL</b>		<u>1,310</u>	

## CONTRACTORS AND VENDORS DOING BUSINESS WITH METRO GOVERNMENT

In June of 2007, the Louisville and Jefferson County Metro Council re-enacted former City of Louisville Ordinance No. 140, Series 1988. The newly re-enacted Ordinance, No. 102, Series 2007 establishes the certification process for businesses owned, operated and controlled by minorities, females, and persons with disabilities, and sets goals for Louisville Metro Government (LMG) to promote the awarding of contracts to these certified businesses. This Ordinance covers all facets of LMG business activity so that any sole proprietor, partnership, company, supplier or contractor will have the opportunity to provide services, products or ideas to LMG. In addition, each construction project also has goals for prime contractors to award sub-contracts to certified businesses.

The certification process is just one facet of the overall policy of LMG to promote inclusiveness in the procurement process and to facilitate equal access to contract opportunities. Below are features of the improved certification application:

- ⇒ no application fee
- ⇒ reduced preparatory work
- ⇒ reasonable supporting documentation
- ⇒ increased confidentiality
- ⇒ reciprocal certification with Metropolitan Sewer District, Kentuckiana Minority Business Council, and Kentucky State Transportation Cabinet.

These changes within the application have encouraged more businesses owned by minorities, females, and persons with disabilities to become certified, and are listed on the Louisville Metro Government certified business list. This list is located on the Human Relations Commission website, at [www.louisvilleky.gov](http://www.louisvilleky.gov) and is updated monthly.

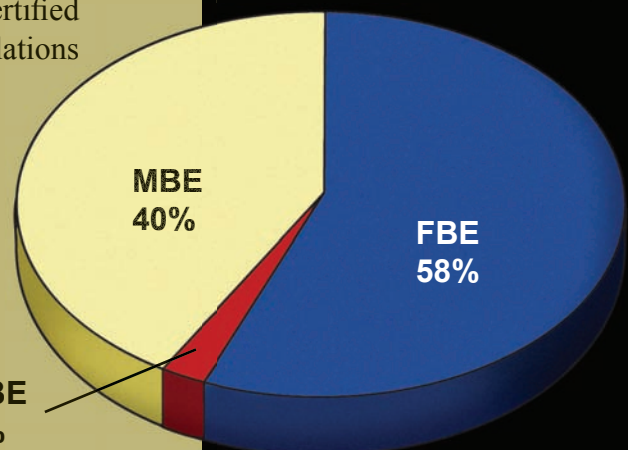
### Total Certifications, July 2006 through June 2008 = 255

MBE = Minority Based Enterprise = 102

FBE = Female Based Enterprise = 148

HBE = Handicapped Based Enterprise = 5

HBE  
2%



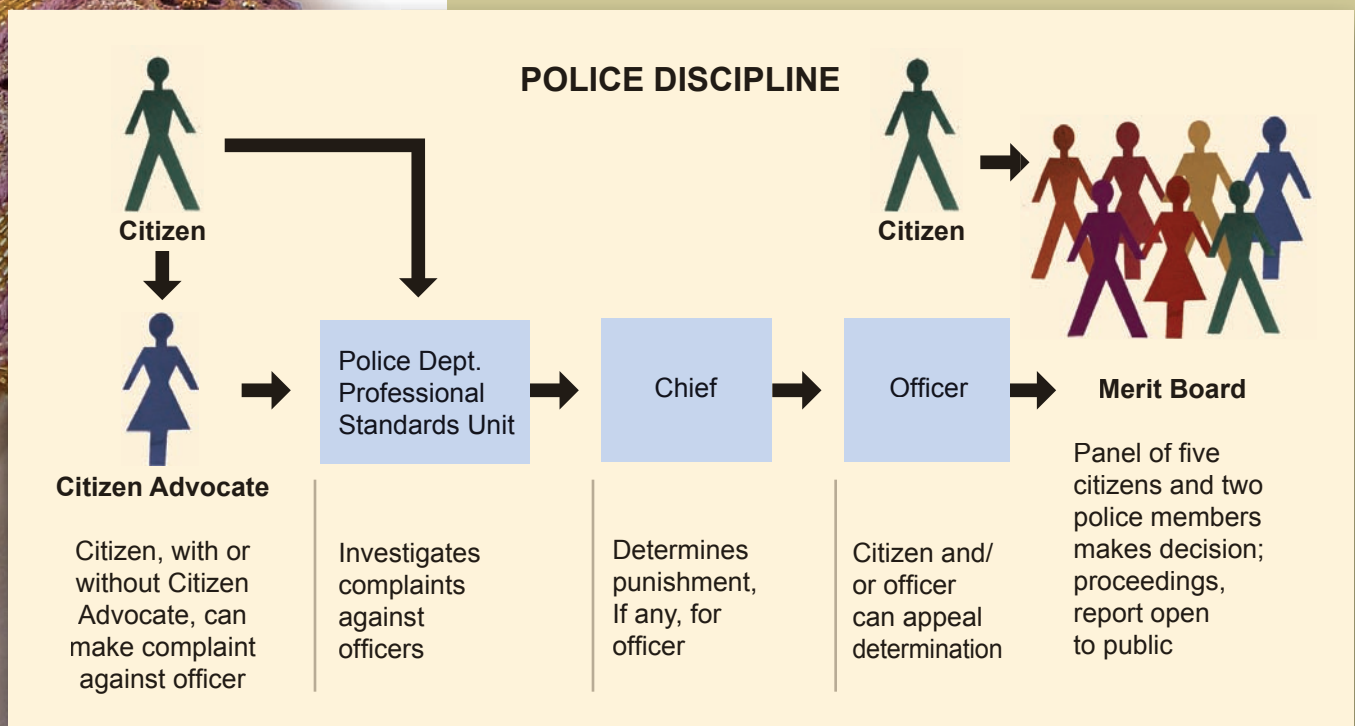




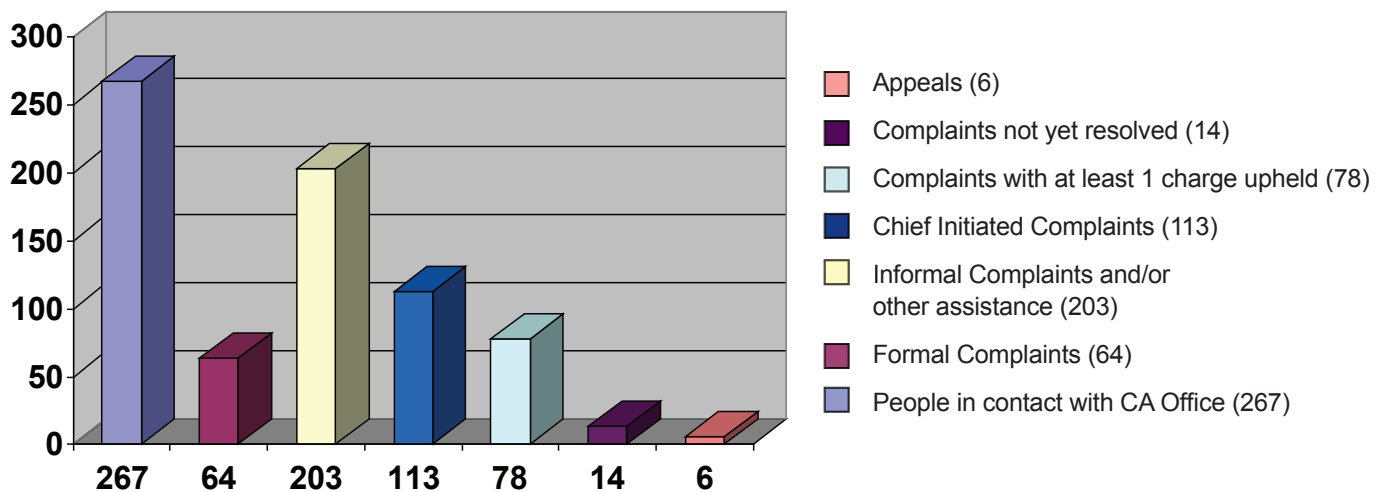
## CITIZEN ADVOCATE

The Citizen Advocate is the person responsible for helping citizens with the process of filing complaints against police officers. The advocate's role is to assist citizens who believe they have been mistreated by a police officer and are intimidated with the process of going to the police department to file a complaint.

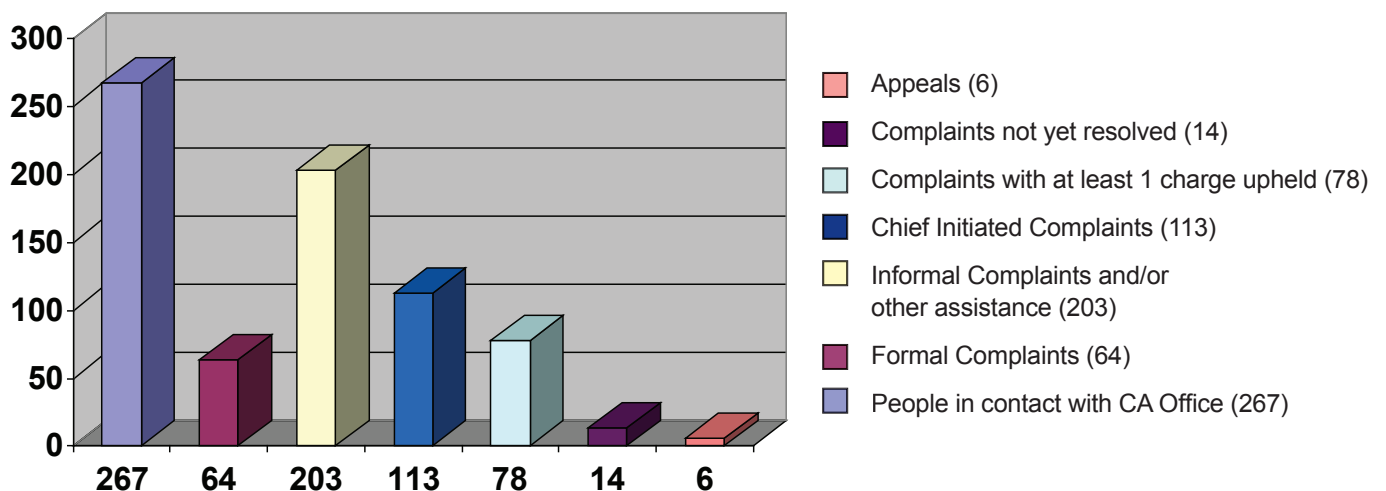
If you have questions or need to contact the Citizen Advocate, please contact Marsha Moorman at 574-HELP (4357) or E-mail: [marsha.moorman@louisvilleky.gov](mailto:marsha.moorman@louisvilleky.gov).



### Citizen Contact with Citizen Advocate Office July 2006 to June 2007



### Citizen Contact with Citizen Advocate Office July 2007 to June 2008





# The Eleventh Annual RACE AND RELATIONS CONFERENCE

January 25, 2007    The Marriott Louisville Hotel



*Nicolás C. Vaca*

## **“Alliance for Diversity: One Community Making Connections”**

The Keynote speaker was Nicolás C. Vaca, a partner in the California law firm of Mendelez and Vaca. His most recent book, *The Presumed Alliance: The Unspoken Conflict Between Latinos and Blacks and What it Means for America*. Discussion modules were held on the topics of Equal Employment Opportunity Commission Legal Update, Housing and Your Credit, Education, and Immigration.



# The Twelfth Annual RACE AND RELATIONS CONFERENCE

January 24, 2008 The Marriott Louisville Hotel



*DeWayne Wickham*

## “Civil Rights in the 21<sup>st</sup> Century”

The Keynote Luncheon Speaker was DeWayne Wickham, USA Today and Gannett News Service columnist.

Discussion modules were held on the topics of Equal Employment Opportunity Commission Legal Update, Housing, Education, and Disproportionality in the Child Welfare System.



**CONCILIATIONS: EMPLOYMENT\***  
**July 1, 2006 through June 30, 2007**

**MONTGOMERY V. IVY HILL PACKAGING**

**Basis:** Race      **Adverse Action:** Termination      **Settlement:** \$1,500.00

**ROGERS V. SUPER 8 MOTEL**

**Basis:** Race      **Adverse Action:** Termination      **Settlement:** \$2,500.00

**ELLIS V. FRANCISCAN HEALTH CARE CENTER**

**Basis:** Disability      **Adverse Action:** Termination      **Settlement:** \$1,000.00

**GOMEZ V. JG & ASSOCIATES**

**Basis:** National Origin      **Adverse Action:** Termination      **Settlement:** \$500.00

**CONCILIATIONS: PUBLIC ACCOMMODATION\***  
**July 1, 2006 through June 30, 2007**

**MARTIN V. QUALITY INN & SUITES**

**Basis:** Race      **Adverse Action:** Clothes ruined by  
Housekeeping      **Settlement:** \$365.00

**MARTIN V. MEIJERS**

**Basis:** Race      **Adverse Action:** Accommodation      **Settlement:** \$50.00

\*Only monetary settlements shown.



**CONCILIATIONS: EMPLOYMENT\***  
**July 1, 2007 through June 30, 2008**

**CRAWFORD V. COURIER EXPRESS**

**Basis:** Retaliation      **Adverse Action:** Termination      **Settlement:** \$2,000.00

**DULIN V. COURIER EXPRESS**

**Basis:** Retaliation      **Adverse Action:** Termination      **Settlement:** \$2,000.00

**GOLGIRI V. SEELBACH HILTON-LOUISVILLE**

**Basis:** Sex/National      **Adverse Action:** Termination      **Settlement:** \$1,000.00  
Origin

**SANDERS V. ARAMARK**

**Basis:** Age/Disability      **Adverse Action:** Termination      **Settlement:** \$25,000.00

**CONCILIATIONS: PUBLIC ACCOMMODATION\***  
**July 1, 2007 through June 30, 2008**

**NETT V. PARROT BEACH**

**Basis:** Disability      **Adverse Action:** Accommodation      **Settlement:** \$25,000.00  
Default Judgment

\*Only monetary settlements shown.



## **CONCILIATIONS: HOUSING**

### **July 1, 2006 through June 30, 2007**

#### **THE LOUISVILLE METRO HUMAN RELATIONS COMMISSION V. THE 800 BUILDING**

<b>BASIS:</b>	<b>ADVERSE ACTION:</b>	<b>CONCILIATION:</b>
Disability	Terms and Conditions	Respondent to make reasonable accommodations

#### **RUDY YORK V. CENTEX HOME EQUITY COMPANY**

<b>BASIS:</b>	<b>ADVERSE ACTION:</b>	<b>CONCILIATION:</b>
Disability	Terms and Conditions (Predatory Lending)	Reduced mortgage payments

#### **TAMMY SWARTWOOD V. REGENCY LOUISVILLE, INC. LLC**

<b>BASIS:</b>	<b>ADVERSE ACTION:</b>	<b>CONCILIATION:</b>
Familial Status, Disability	Terms and Conditions	Resolution of rent owed and rent paid

#### **JOSEPH BORSCH V. HINES MANAGEMENT COMPANY, WATERFRONT PARK PLACE, LLC**

<b>BASIS:</b>	<b>ADVERSE ACTION:</b>	<b>CONCILIATION:</b>
Disability	Terms and Conditions	Parking space deeded to Complainant, <b>\$20,000.00</b>

#### **DANNY PAYNE V. MAHOTTS, LLC**

<b>BASIS:</b>	<b>ADVERSE ACTION:</b>	<b>CONCILIATION:</b>
Disability	Terms and Conditions	Respondent reserved a handicapped designated parking spot.





## **CONCILIATIONS: HOUSING**

### **July 1, 2007 through June 30, 2008**

#### **HASHIM V. PURITAN APARTMENTS**

**BASIS:**

Handicap

**ADVERSE ACTION:**

Terms and Conditions

**CONCILIATION:**

Reasonable Accommodations

#### **THE LOUISVILLE METRO HUMAN RELATIONS COMMISSION V.**

#### **KENTUCKY REALTY CORPORATION, ET AL**

**BASIS:**

Handicap

**ADVERSE ACTION:**

Terms and Conditions

**CONCILIATION:**

Reasonable Accommodations: Added parking spaces, written procedures, compliance with state and federal civil rights law.

#### **TERRI WALDMAN V. WOOLDBRIDGE APARTMENTS**

**BASIS:**

Handicap

**ADVERSE ACTION:**

Terms and Conditions

**CONCILIATION:**

Waiver of damages and/or termination fees of lease fulfillment

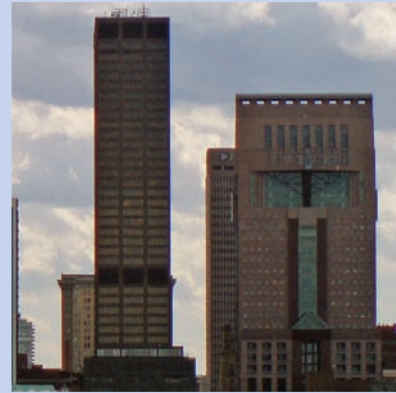
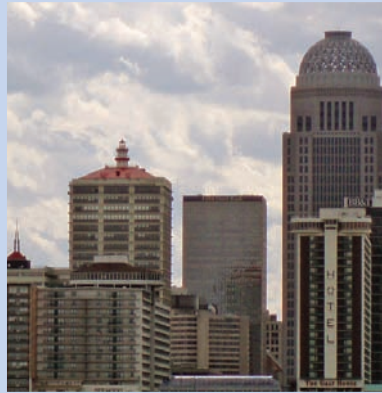
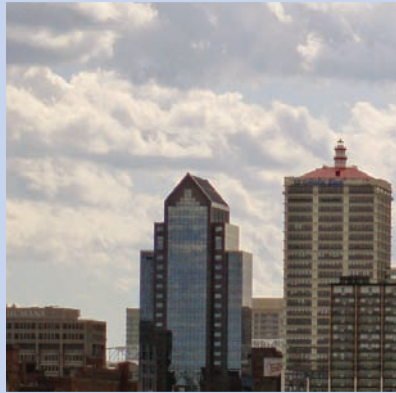


## COMMISSION STAFF



**CAROLYN MILLER-COOPER**  
EXECUTIVE DIRECTOR

ROTONIA BAKER	Secretary
SANDRA BUMPHUS	Secretary
DAWN BUFFINGTON	Administrative Asst./Intake Officer
DINIAH CALHOUN	Administrative Specialist
MARTHA LAWFER	Compliance Officer
MARSHA MOORMAN	Citizen Advocate
VACANT	Compliance Officer
REZVAN RAHMANI	Contract Compliance Specialist
HAROLD ROGERS	Compliance Officer
TONY SEAY ( <i>not pictured</i> )	Contract Compliance Specialist
BOBBI SELMON	Receptionist
JEREMY STASEL ( <i>not pictured</i> )	Compliance Officer
NICOLAS VALENZUELA	Compliance Officer



## **COMMISSIONERS**

2006-2008

### **ADVOCACY BOARD**

Reverend Stephen Smith, Chair  
Karla Burton  
Rolando Carmona  
Jessica George  
Aida Juric  
Andrea Koven  
Michael Pepa  
Prafula Sheth  
Wendell Townsend  
Scott Williamson

### **ENFORCEMENT BOARD**

Alfonso Lanceta, Chair  
Jeffrey Been  
James Flowers  
Rae Holmes  
Michael O'Connell  
Oneita Phillips

The Louisville Metro Human Relations Commission consists of two separate boards. The seven member Enforcement Board and the ten member Advocacy Board represent various council districts in Louisville Metro and are representative of several economic, cultural, ethnic, and racial groups within the community. The Mayor, with the approval of the Council, appoints the Advocacy and Enforcement board members. The Enforcement Board is charged with the responsibility of enforcing the anti-discrimination laws. The Advocacy Board is charged with promoting understanding and respect amongst all groups within the community. The Enforcement Board meets once a month and the Advocacy Board meets twice per month. As the need arises, Commissioners host public forums on issues of concern in the community.





**Louisville Metro Human Relations Commission**

410 W. Chestnut Street, Suite 300A

Louisville, Kentucky 40202

Phone: (502) 574-3631 Fax: (502) 574-1216 TDD: (502) 574-4332

Email: [hrc@louisvilleky.gov](mailto:hrc@louisvilleky.gov)

[www.louisvilleky.gov/humanrelations](http://www.louisvilleky.gov/humanrelations)